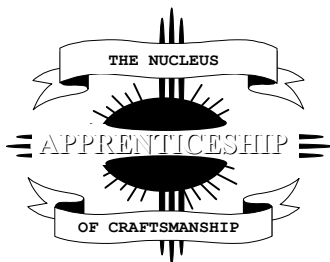




STANDARDS OF APPRENTICESHIP
adopted by

**OREGON & SOUTHWEST WASHINGTON CEMENT MASONS
APPRENTICESHIP COMMITTEE**

<u>Skilled Occupational Objective(s):</u>	(sponsor)	<u>DOT</u>	<u>Term</u>
CEMENT MASON		844.364-010	6000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

OCTOBER 15, 1987

Initial Approval

By: ALAN LINK
Chairman of Council

JULY 16, 1999

Addendum Amended

By: PATRICK WOODS
Secretary of Council

APRIL 21, 2000

Committee Amended

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NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS AND PROBLEMS.

The following Standards for the development of cement mason apprentices, with supplements pertaining to the necessary work experience of the trade and a progressive wage scale will, when approved by and registered with the Washington State Apprenticeship and Training Council, govern the training of apprentices in this industry.

These Standards have been developed by the Operative Contractors and the Cement Masons Locals No. 555 & 677 and the Oregon Columbia Chapter of the Associated General Contractors, with assistance by the Apprenticeship Division, Department of Labor and Industries. The National Apprenticeship Standards for Cement Masons have been used as a guide in preparing these Apprenticeship Standards.

1. GEOGRAPHICAL AREA COVERED:

The area covered by these Standards shall be the counties of Klickitat, Skamania, Clark.

2. MINIMUM QUALIFICATIONS:

Age:	Must be 18 years old.
Education:	High School graduate or equivalent.
Physical:	Must be physically fit to perform all phases of the trade.
Testing:	None
Other:	Must have a current valid driver's license.

Note: Employers may require drug testing.

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYEMENT OPPORTUNITY PLAN:

A. Selection Procedures:

1. The JATC/Sponsor shall open for applications when their current pool of eligibles which consists of the out-of-work list for apprentices, plus un-indentured eligibles, falls below the predetermined number. Unemployed apprentices on the out-of-work list will be afforded every opportunity to work before indenturing new apprentices.
2. Public notice shall be disseminated in accordance with the sponsor's affirmative action plan for a period of not less than 30 days in advance of the earliest date for accepting applications. Notice of openings shall be provided to the registration agency.

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3. The JATC/Sponsor shall be open for at least a two (2) week period (ten (10) working days)) for accepting applications. Applications area available at 2215 SE Division St., Portland OR 97202.
4. The minimum qualifications, time and dates for accepting applications, addressee(s) where applications are available and general duties of the occupation will be included on the public notice.
5. Applications shall be provided to any interested individual.
6. Applicants shall sign the "Applicant Log" which shall identify all applicants by a log number that corresponds to the application number.
7. Completed applications shall be date stamped upon receipt by the Sponsor/Committee.
8. Applicants who do not meet the minimum qualifications established in the public notification and standards will be notified.

Qualified Pool of Eligibles

9. Individuals that complete the application and meet the minimum qualifications, shall be placed in the Qualified Pool of Eligibles, scheduled for orientation and ranked. Individuals that do not appear for the scheduled orientation and ranking will be dropped from the pool of eligibles and notified.
10. The sponsor will establish a maximum (10) and minimum (5) number of individuals to be in the Pool of Eligibles (in descending order).

Ranked Pool

11. Applicants will be ranked based upon the attached point system utilizing documented previous experience and education.
12. When the number of individuals in the Ranked Pool of Eligibles falls to five (5), the committee/sponsor shall contact the next five (5) individuals in the pool and notify them that they have been placed in the accepted for apprenticeship pool; scheduling shall be done in a descending order.
13. Individuals that are placed in the accepted for apprenticeship list will retain their position until two (2) year anniversary from the application.
14. All applications will be tracked to final disposition.

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15. Individuals who are accepted for apprenticeship but are not hired through the “employer selection” method, will retain their place on the planned pool of eligibles and they will be dispatched to employers requesting apprentices. The dispatching of individuals through this process will be in descending order.
16. When an employer has hired ONE (1) apprentice through the “Employer selection Process” the NEXT apprentice MUST be hired from the TOP of the Ranked Pool of Eligibles.

Registering the Apprentice

17. The sponsor will complete the apprentice registration agreement and submit it to the registration agency within 30 days of the agreement date.
18. The sponsor will periodically review their projected need for new apprentices, and may increase the number of individuals on their ranked pool of eligibles accordingly provided they follow their standard opening process.

Exceptions

19. Former apprentices, who gained their experience in a registered program shall be permitted to return to the program and pick up their training where they left off instead of re-entering as a beginning apprentice providing they meet the current minimum qualifications.
 - a. Applicants who wish to be evaluated for advanced placement in the apprenticeship program by the committee will furnish a written work history documenting previous experience in the masonry industry.
 - b. An employee of a non-signatory employer, not qualifying at journey level, upon the employer becoming signatory, shall be evaluated by the JATC, or their representative, and indentured at the appropriate period of apprenticeship based on education, previous work experience and related training.
 - c. If an individual who signs an authorization card during an organizing effort, wherein over fifty percent (50%) of the employees have signed, whether or not the employer becomes signatory, the individual not qualifying at journey level shall be evaluated by the JATC, or their representative and indentured at the appropriate period of apprenticeship based on education, previous work experience and related training.

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- d. Program sponsors agree to admit into the apprenticeship individuals who complete the Job Corps Cement Mason Program or persons who have completed committee approved pre-apprenticeship programs.
20. If an employer has not participated in the training of an apprentice for at least two (2) years prior to seeking entry or re-entry into the apprentice program, that employer may select his/her initial apprentices, without going to the pool. Those bona fide employees who have been on his/her payroll for at least three (3) months prior to the employer's application for an apprentice and who meet the minimum qualifications for entry into the trade or craft may be brought into the program.
21. Once the initial selection of apprentices has been made, the employer is thereafter restricted to the selection from applicants in the pool of eligible established by the sponsor which has jurisdiction in this area.

Ranking

Applicants will be ranked by the score developed from the following:

Minimum 13 Points

Verifiable documentation, letters from employers on company letterhead, DD214, course certificates, school transcripts, etc.

Points for Education

High School Diploma	8 Points
G.E.D.	4 Points

Points for Educational Courses

Courses that require following written direction to complete projects, i.e. wood shop home economics, drafting, blueprint reading.	2 Points per Semester
	<u>(Max 10 Points Total)</u>

Points for Work Experience

Work Experience	2 Points per 1000 hours
Work Experience (Construction related)	2 Points per 1000 hours
Work Experience (Finisher related)	4 Points per 1000 hours

(Max 10 Points Total)

Points for Interview

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Interview 10 points maximum

Points for Military Experience

Military Experience	2 Points per year
Military Experience (Construction related)	4 Points per year
Military Experience (Finisher related)	5 Points per year

(Max 10 Points Total)

Completion of B-Fit preparatory program*	10 Points
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(Other programs will be evaluated and assessed equivalency points)

Valid Drivers License	3 Points
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B. Affirmative Action Plan:

1. Participation in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.
2. To encourage establishment and use of pre-apprenticeship preparatory trade training and to provide that those who engage in such programs are given full and equal opportunity for admission into the apprenticeship program.
3. Use minority and women (minority and non-minority) journeymen and apprentices to promote the affirmative action program.
4. Grant credit for previous trade experience or trade-related courses for all applicants equally.
5. Engage in any other such action as stated above to insure that recruitment, selection, employment, and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex.

4. TERM OF APPRENTICESHIP:

Shall be 6000 hours of reasonably continuous employment.

5. PROBATIONARY PERIOD:

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All apprentices employed in accordance with these standards shall be subject to a probationary period of the first 1000 hours of employment.

6. **RATIO OF APPRENTICES TO JOURNEYMEN:**

The number of apprentices shall not exceed a ratio of one (1) apprentice to the first two (2) journeymen in full employment on the job in order to assure adequate training and supervision. Additional apprentices are authorized at the rate of one (1) apprentice to three additional journeymen.

7. **WAGE PROGRESSION:**

Apprentice shall be paid on the following percentage basis of the specified wage in accordance with WAC 296-04-270(2)(c):

1st period of 1000 hours 55% of the journeyman's rate
2nd period of 1000 hours 65% of the journeyman's rate
3rd period of 1000 hours 75% of the journeyman's rate
4th period of 1000 hours 85% of the journeyman's rate
5th period of 1000 hours 90% of the journeyman's rate
6th period of 1000 hours 95% of the journeyman's rate

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8. WORK PROCESSES:

The cement mason apprentice shall receive such instruction and experience in all ranches of cement masonry including the perpetration of material for installation, as is necessary to develop a practical and skilled mechanic, versed in the theory and practice of cement finishing and composition work. The apprentice shall also perform such other duties in the shop and on the job as are commonly related to a cement mason apprenticeship. Employer may require lifting a sack weighing 100 pounds. Following is a list of the work practices necessary for a bona fide apprenticeship.

<u>Cement Mason:</u>	<u>D.O.T. #844.364-010</u>	<u>Hours</u>
A. Screed & Form.....		500
B. Finishing/Flatwork.....		2500
C. Curb & Gutter		500
D. Paving		300
E. Grinding/sacking/patching.....		2000
F. Machine Operations.....		100
G. Steps.....		100

TOTAL HOURS: 6000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED
IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade, as approved by the State Board for Community and Technical Colleges for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - () A combination of home study and approved correspondence courses
 - () Technical College
 - (X) Community college
 - (X) Training trust
 - () Other (specify)
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes.
(See Section 10, Administrative/Disciplinary Procedures.)

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES: (None)

11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Apprenticeship Committee shall be composed of four (4) members representing the Operative Plasterers' and Cement Masons' Local Unions No. 555 and 677 and four (4) members representing Management.

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The Employer Representative Shall Be:

Norman Burr, Secretary
Burr & Associates
13425 SW 72nd St.
Tigard, OR 97223

Ken Garcia
Capital Concrete Construction
PO Box 1309
Aumsville, OR 97325

Darryl Van Lom
PO Box 20039
Portland, OR 97220

Dan Johnson
PO Box 767
Beaverton, OR 97075

Jim Lang, Alternate
Larisso Concrete
10170 SW Nimbrs #H-6
Portland OR 97223

The Employee Representatives Shall be:

Bruce Temple, Chairman
Cement Masons Local 555
2215 SE Division St.
Portland, OR 97202

Greg Peterson
Cement Masons Local 555
2215 SE Division St.
Portland, OR 97202

Bill Yeats
10303 SE 13th Circle
Vancouver, WA 98664

Robert Wolff
3417 SE 162nd
Portland, OR 97236

Chris Davis, Alternate
Cement Masons Local 555
2215 SE Division St.
Portland, OR 97202

12. SUBCOMMITTEE: None

13. TRAINING DIRECTOR

None

COORDINATOR:

Bill Wynn
20210 SW Teton Ave.
Tualatin, OR 97062